

|   |                                       |           |              |
|---|---------------------------------------|-----------|--------------|
| DATE:   | March 8, 2006                         |           |              |
| TO:   | City Clerk                            |           |              |
| FROM:   | Yolanda Alameda, Director             |           |              |
| ADDRESS   | Museums & Cultural Affairs Department | TELEPHONE | 915-541-4896 |
| Please place the following item on the (Check one):                                       |                                       |           |              |
| CONSENT   |                                       | X         | REGULAR      |
| Agenda for the Council Meeting of March 14, 2006  |                                       |           |              |
| Appointment of Pete T. Duarte to the Cultural Affairs Advisory Board (CAAB), nominated by |                                       |           |              |
| Item should read as follows: Rep. Eddie Holguin, Jr., District 6, phone# (915) 541-4178   |                                       |           |              |
| SPECIAL INSTRUCTIONS: N/A   |                                       |           |              |
| Item No.  |                                       |           |              |

BOARD COMMITTEE/COMMISSION APPOINTMENT/REAPPOINTMENT FORM

|   |  |           |   |
|---|--|-----------|---|
| NAME OF BOARD/COMMITTEE/COMMISSION:   | Cultural Affairs Advisory Board (CAAB) |           |   |
| NOMINATED BY:   | Rep. Eddie Holguin, Jr.                | DISTRICT: | 6 |
| NAME OF APPOINTEE   | Pete T. Duarte                         |           |   |
| (Please verify correct spelling of name)                                    |  |           |   |
| BUSINESS ADDRESS:   |  |           |   |
| CITY:   | El Paso                                | ST:       |   |
| ZIP:  |  | PHONE:    |   |
| HOME ADDRESS:   |  |           |   |
| CITY:   |  | ST:       |   |
| ZIP:  |  | PHONE:    |   |
| WHO WAS THE LAST PERSON TO HAVE HELD THIS POSITION BEFORE IT BECAME VACANT? |  |           |   |
| N/A   |  |           |   |

|   |                       |           |
|---|-----------------------|-----------|
| REASON PERSON IS NO LONGER IN OFFICE (CHECK ONE): | TERM EXPIRED:         |           |
|   | RESIGNED              |           |
|   | REMOVED               |           |
|   | OTHER (SPECIFY):      | New Board |
| EXPIRATION DATE OF INCUMBENT:                     | TBD                   |           |
| EXPIRATION DATE OF NEW APPOINTEE:                 | TBD                   |           |
| PLEASE CHECK ONE OF THE FOLLOWING:                | 1 <sup>st</sup> TERM: | X         |
|   | 2 <sup>nd</sup> TERM  |           |
|   | UNEXPIRED TERM:       |           |

**Pete T. Duarte**  
Work: (915) 521-7602  
E-mail Address: [pduarte@thomasoncares.org](mailto:pduarte@thomasoncares.org)

## **PROFILE**

Experienced healthcare executive with over 24 years of leadership beginning with community primary care and progressing to CEO of a teaching and community hospital. Earlier teaching/administrative experience at the university level, community development experience with the Peace Corps and U.S.A.I.D., and consultant experience with federal/foundation programs.

## **PROFESSIONAL EXPERIENCE**

|   |  |
|---|--|
| <b>El Paso County Hospital District</b><br><b>Chief Executive Officer</b>         | <b>El Paso, TX</b><br><b>1993-2004</b> |
| <b>El Paso County Hospital District</b><br><b>Interim Chief Executive Officer</b> | <b>El Paso, TX</b><br><b>1992-1993</b> |
| <b>El Paso County Hospital District</b><br><b>Chief Operating Officer</b>         | <b>El Paso, TX</b><br><b>1992</b>      |

### **Responsibilities to the Organization:**

- Management of all hospital operations under the direction of a seven-member Board of Managers appointed by the El Paso County Commissioners' Court. This includes preparation of annual budget, capital improvements, hospital staffing, contracting for medical services, strategic planning, facilities planning, negotiation of contracts with the medical school for residents and house staff, reports to Commissioners' Court, and liaison to all medical staff committees and Texas Tech Regional Academic Health Sciences Center (TTRAHSC).

### **Accomplishments:**

- Recognized in 1995 and 1996 by HCIA/Mercer as one of America's Top 100 Hospitals for financial, operational, and quality clinical efficiencies.
- Ranked among the Top 10 hospitals in 1996 by Informatics Magazine, as a leader in the use of computers.
- Provided leadership that increased net assets of the Hospital District from \$0 in 1991 to \$175 million in 2003. Net increase investments of over \$100 million were realized during these years.
- Developed inclusive planning processes, which allowed the Hospital District to remain solvent despite a flat tax rate during a twelve-year period.
- Initiated organizational assessment that eliminated a \$20 million deficit within a 3-year period (1999-2002). The development and implementation of new policies, processes, technological improvements and realignment of staff resulted in profits for FY's 2002 and 2003 even though both FY's began with projected deficits in excess of \$10 million.
- Provided the leadership to increase Customer Satisfaction scores from 7% ranking in 1995 to rankings of 95% for both 2002-2003 on Press Ganey national patient satisfaction survey.
- Provided leadership to establish public/private partnership resulting in a 5-year grant (\$4.2M) from the W.K. Kellogg Foundation to establish the El Paso Community Voices collaborative. As the Principal Investigator of the collaborative negotiated additional grants from the Robert Wood Johnson Foundation for planning (\$250,000), the Legacy Foundation for smoking cessation (\$800,000), the U.S. Health & Human Resources Administration (HRSA) Community Access Project for 3 years (\$1M/year), and the National Alliance for Hispanic

Health to address access for the medically indigent and uninsured (\$70,000). These funds allowed us to enroll 7,000 medically indigent in managed care program.

- Provided leadership in developing, funding and operating El Paso First Health Network, a public/private HMO, with more than 45,000 enrolled members and an annual budget of \$61.7 million. This HMO is probably the only private physician governed entity in the state of Texas.
- Facilitated organizational leadership that resulted in JCAHO accreditation in 1994, 1997, 2000, and 2003 with cumulative scoring of 90+ during each site survey.
- Coordinated a multi-hospital, private and public, collaborative initiative to develop a "Public Good Model Trauma Program" for West Texas, Southern New Mexico and Northern Mexico resulting in a permanent bi-state Regional Trauma Council.
- Provided organizational leadership that resulted in accreditation by the American College of Surgeons for a Level 2 trauma designation in 1997 and a Level I designation since 1998.
- Developed and implemented the West Texas Regional Poison Control Center through legislative funding serving 36 West Texas counties.
- Provided leadership that resulted in accreditation from the American Association of Poison Control Centers for the West Texas Regional Poison Center as the only certified 24-hour bilingual regional poison center in the nation.
- Led planning for renovation and new construction projects of \$70+ million the last ten years without raising taxes. The Hospital District established policies ensuring that federal disproportionate share funds would be invested and not used for operations. This has resulted in the hospital accumulating approximately \$100 million dollars in investments.
- Established a collaborative Lower Valley Task Force under the authorization of the County Commissioners' Court and developed the first primary healthcare clinic for the Hospital District. Lower Valley Task Force was successful in securing funding from the W.K. Kellogg Foundation establishing school-based clinics operated through partnership between the University of Texas at El Paso (UTEP) College of Nursing, Texas Tech Regional Academic Health Science Center (TTRAHSC), the County of El Paso, the Socorro, Fabens, San Elizario and Clint Independent School Districts.
- Reduced overtime pay by \$1.2 million through the Exempt Professional Employee Program.
- Reduced overall manpower shortages within the hospital from over 28% in 2000, to 17% in 2002, then to 11.65% in 2003. RN turnover rates ended at an all time low of 4.7% in 2003.
- Reduced costs of operations by \$41 million annually through the Employee Value Analysis Committee.
- Developed and implemented R&D Program (Respect and Dignity), which resulted in the C.A.R.E. Vision for Thomason (C=Community, A=Accountability, R= Respect, E=Excellence).

**Current Status:**

- Retired as CEO April 30, 2004. As part of separation agreement, currently serve as advisor to the CEO. Responsibilities are to provide information and guidance when requested. Responsibilities do not preclude extensive personal travel nor the acceptance of other commitments. Advisor status will end April 30, 2005.

**Centro de Salud Familiar La Fe, Inc.**  
**Executive Director**

**El Paso, TX**  
**1980-1992**

**Responsibilities to the Organization:**

- Managed operations for the health center under the direction of a 19-member grassroots Board of Directors. Prepared annual budgets, wrote grants, recruited and hired all staff including physicians and dentists.

**Accomplishments:**

- Planned, purchased, and renovated a two-story social center into a functional primary care clinic with a \$2 million grant from the City of El Paso Community Development office.
- Negotiated \$15,000 in grants from the El Paso Community Foundation, which paid for accreditation fees, and La Fe became the first U.S. Public Health Services urban health center to be JCAHO accredited.
- Decreased \$328,000 deficit at La Fe and removed the clinic from probationary status imposed by the USPHS within six months of being hired as Executive Director.
- Automated accounts receivable and accounts payable, payroll, appointment scheduling, and finances through grants and a loaned executive from I.B.M.
- Located within the third poorest zip code area in the U.S.A., La Fe was cited as a model by the USPHS for a social service health center.
- The Kellogg Foundation chose La Fe as a potential model for primary healthcare clinics in South Africa. As Executive Director, was invited by the South African Health Ministry to assist with their development of collaborative grassroots community based-health centers.
- Grantsmanship provided funds for Senior Citizens Volunteer programs, Social Security outreach services, HIV-AIDS educational program, Paso-a-Paso Diabetes National Award winning health educational program, Senior Denture program, Elderly Senior Citizens housing clinics, and summer youth employment programs, mural art in the barrio project as well as numerous grassroots self-help programs and activities.

**University of Texas at El Paso**  
**Professor, Department of Sociology**  
**Director, Upward Bound Program**

**El Paso, TX**  
**1970-1979**  
**1970-1979**

**Responsibilities to the Organization:**

- Taught sociology classes and administered academic program for disadvantaged students.

**Other:**

- Consultant/Advisor, Health and Human Services Programs in the United States and abroad, Probation Officer, U.S. Postal Service, stevedore, migrant farm worker.

**COMMUNITY INVOLVEMENT**

American College of Health Care Executives, Member  
El Paso Psychiatric Center, Board Member  
National Coalition of Hispanic Health and Human Services Organizations (COSSMHO)  
later re-named the National Alliance for Hispanic Health, Board Member  
Hispanic Leadership Institute, Executive Committee, Former Chairman  
Unite El Paso, Member  
City of El Paso, EMS Medical Advisory Committee and Ethics Committee  
Texas Cancer Council, Board Member (Appointed by Governor)  
Mujer Obrera El Paso, Board Member  
El Paso Southside Low-Income Housing Corporation, Advisory Board Member

**Resume of Pete T. Duarte**

Texas Tech Regional Academic Health Sciences Center at El Paso, Deans' Advisory Committee  
Kalpulli Tlalteca Native American Church, Elder  
Border Health Institute, Board Member

### **HONORS**

|   |      |
|---|------|
| College of Liberal Arts, University of Texas at El Paso<br>Gold Nugget Award  | 2004 |
| El Paso Hispanic Leadership Institute<br>Service and Dedication to the Hispanic Community                                     | 2004 |
| Institute for Policy and Economic Development<br>The University of Texas at El Paso<br>Paso Del Norte Policy Leadership Award | 2004 |
| Region 19 Education Center Headstart Program<br>Pete T. Duarte Headstart Center and Wellness Center                           | 2003 |
| National Alliance for Hispanic Health<br>VIDA Award for Vision, Innovation, Dedication and Advocacy                           | 2003 |
| New Mexico Border Health Council<br>Border Health Lifetime Achievement Award  | 2003 |
| The Reverend Dr. Martin Luther King Jr., Committee<br>Post-Civil Rights Activist Award  | 1999 |
| Texas LULAC District IV<br>Humanitarian Award   | 1994 |
| Hispanic Business Magazine<br>Hispanic Science Achievement Award  | 1994 |
| Institute of Medicine<br>Committee Member on the Future of Primary Care   | 1994 |
| Sabado Gigente<br>Al Ejemplo Hispanic Award   | 1988 |
| Texas Tech University Health Sciences Center<br>The Dean's Distinguished Service Award  | 1988 |

### **EDUCATION**

|   |      |
|---|------|
| University of Texas at El Paso, El Paso, TX<br>Masters in Sociology                       | 1993 |
| Harvard University, Cambridge, Massachusetts<br>Summer Hispanic Health Leadership Program | 1989 |
| California State College, Hayward, California<br>B.A. in Social Sciences                  | 1964 |

**Revised: 9/22/04**

